

EDUCATION DEVELOPMENT CENTER, INC.

Moderator: Carol Oliver
July 14, 2005
12:30 p.m. CT

Operator: Good day everyone and welcome to this Education Development: The Relationship between Substance Abuse Prevention and Community economic development Principles conference call.

Today's call is being recorded. Today's conference will be interactive and our lines will be open for the duration. We ask that you use the mute button when not speaking to help cut down on background noise. Please keep in mind that the star six feature will not mute your line on operator-assisted calls such as this one. Also if you need to ((inaudible)) from today's call, please do not put your line on hold as doing so may feed music into the entire conference.

And now at this time, I would like to turn the call over to Ms. Carol Oliver. Please go ahead.

Carol Oliver: Thank you. Good afternoon everyone. My name is Carol Oliver and I am the Training and Technical Assistance Manager of the Northeast CAPT and I want to welcome both our panelists and our Phone's participants to today's audio conference.

This audio conference is brought to you by CSAP's National Center for the Application of Prevention Technology based in Newton, Massachusetts. Our mission is to support evidence based prevention substance abuse programs and strategies at the regional, state and federal levels.

Today's conference, we are going to be discussing the possible linkages between substance abuse prevention and Community economic development. This particular audio conference has been developed for Weed and Seed grantees as well as other people in the region. Before we begin and I introduce you to our panelists as well as explain to you the materials that are available for you in this call, I would like to begin by doing a roll call so we can all get a sense of who is on the call with us today.

Operator: Thank you and at this time, we will conduct a brief roll call. When I call out your name, please respond with your location. Let's begin with Julie Franco.

Julie Franco: Jamestown, New York.

Operator: Jeffrey Miller.

Jeffrey Miller: Augusta, Maine.

Operator: Joan Stivers.

Joan Stivers: Portland, New York.

Operator: Wayne Coombs.

Wayne Coombs: West Virginia.

Operator: Allen Booker.

Allen Booker: Niagara Falls, New York.

Operator: Julie Krupp.

Julie Krupp: Delaware, Ohio.

Female: ... Maine.

Operator: Jolene Corlew.

Jolene Corlew: Niagara Falls, New York.

Operator: Heather Thomson.

Heather Thomson: ... Massachusetts.

Operator: Kristen Stubblebine.

Kristen Stubblebine: Reading, Pennsylvania.

Operator: Carlene Przykucki.

Carlene Przykucki: (Alpina) in Northeast Michigan.

Operator: Mel Tremper.

Mel Tremper: (Overspring), Maryland.

Operator: Ladonna Coy.

Ladonna Coy: Norman, Oklahoma.

Operator: Tammam Kinan.

Tammam Kinan: Niagara Falls, New York and hello to Julie Franco and Allen Booker.

Female: Missoula, Montana.

Carol Oliver: Thank you.

Operator: And that is everyone Ms. Oliver.

Carol Oliver: That's great. Well, welcome to everybody. Before I introduce our panelist, I want to highlight materials that are available to supplement the discussion that you are going to hear today. They are available on the Northeast CAPT's Web site which is www.northeastcapt.org and they are located under services in the category of technology and you just click on the Weed and Seed audio conference and you will come to the overview.

At the bottom of the page of the overview are several handouts which will be discussed during this presentation. They include: a handout on Risk and Protective Factors, that's the yellow one, a handout on Validated Archival Indicators and Background Information. Then under that you will also find some useful Web sites. So those are things that we will find useful during today's presentation.

Let us begin introducing our presenters. They have a wealth of experience and knowledge in both prevention and Community economic development. First, I would like to introduce you to Debra McLean-Leow. She is an Associate Director for CSAP's Northeast Center for the

Application of Prevention Technology of the Northeast CAPT. She has worked with state and community service providers and leaders for the past eight years to make evidence-based substance abuse prevention programs and practices available.

I would also like to introduce you to Michelle Keenan who is the Director of the Regional Center for Healthy Communities and has over 20 years of experience in rolls managing health and human service programs and has provided technical assistance to substance abuse and other health programs.

And lastly, I would like to introduce (Vicente Sanabria) who holds an MS in Community economic development and has worked in the field of Community economic development for over 15 years and is the President of the Community Development Corporation. So, welcome to our panelists and presenters and I am going to turn it over to Debra McLean-Leow.

Debra McLean-Leow: OK, thank you Carol and welcome everyone. How is the reception? Can you hear me properly?

Female: Yes.

Debra McLean-Leow: OK, I am joining your call from Montclair, lovely Montclair, New Jersey today.

What I would like to do is, also with the Moderator for today's discussion, and what I want to do is give our audience a quick overview of how the rest of the audio conference will work.

So, what we are going to do is spend the rest of our time basically in a round table discussion.

We want to do a few things during this round table discussion. I am going to ask the panelists, Michelle and (Vicente) questions to which they will respond. There are occasions during which I will also turn to you all, audience, our phone audience to either respond to a question or add your comments.

So, first what we are going to do is basically try to get on the same page regarding some of the language that is going to be, actually has been used in both prevention in substance abuse prevention and in Community economic development work. More specifically, what we are going to do is we are going to talk about risk and protective factors. Those of you in the addiction and substance abuse prevention field know that's a key frame word that we use.

Then we are going to discuss Community economic development and some of the guiding principles in language that used in this area of work. We are then going to look at some of the similarities and differences between these two fields. We are going to address some of the challenges and barriers that working across prevention and CD can prevent. Then we are going to wrap up by talking about the resources and local examples that can be used in various communities.

We are also, prior to this call you all submitted questions and we are going to get to some of those questions. So, that is an overview of where we are going today.

All right, so now what I want to do is begin this discussion I guess by asking our experts why there are interested in this topic of Community economic development and Prevention. Why it's important to both of you, Michelle and (Vicente)?

Michelle Keenan: Hi and thank you everyone for joining us on this call. (Vicente) and I were both delighted that there was so much interest in it. This is Michelle here. I guess when I think about my interest I think about how sometimes your early experiences and your early professional experience can make a really bold impact on you.

Some years ago, actually about 20 years ago I was working and living in Melbourne, Australia where I lived for many years and I was working helping coordinate a housing co-operative. The

housing co-operative enabled people who were living in public housing estates in a city area to move out of those estates and into affordable housing, affordable single family housing. In exchange, the co-operative members what they did, was assist in all the management of the running of the co-operative.

So they did the finances, they worked out the maintenance schedules and did a lot of basically just conducting the co-operative activities. That was the way they contributed and their housing was kept affordable. So, what was very noticeable to me is that when people were able to change their environment and their living circumstances and, there were a number of people living in the housing estate that were single, female, head of household but they also were able to get out of a particular domestic violence situation that might have been impacting on their life. There were also issues of substance abuse in their household.

I am not saying that the co-operative did everything but it certainly made a difference. It made them able to create sort of new opportunities by going into this affordable housing and new opportunities for their children. That was taken really seriously. I think that that made a bold impact on me and I basically it was something I felt intuitively anyway. The relationship between peoples' environment and their health and well being, you know, in the broadest sense, the mental, physical, spiritual well-being is a really profound one. That subsequently got reinforced in other work that I did. I worked coordinating an HIV/AIDS program that had a needle exchange. I worked in alcohol and drug treatment in prevention programs and I am currently working in prevention. I also worked in local government. It was an area where the consequences of substance abuse were quite profound; particularly there was a very active street ((inaudible)) where industry in that area is a result of the drug industry in that area. It just seemed to me that you couldn't kind of differentiate these issues of employment and housing and opportunity, educational opportunity and substance abuse.

I think subsequently I had the opportunity to go to India and I had a remarkable experience there. There was an organization, a self-empowerment organization, organized by people in the (Delit) community. The (Delit) community is known in the west often you know referred to as the untouchable caste but they basically experienced many, many years of social and economic inequity. This was in the south of India. What was interesting to me at a very, very basic level, they understood the relationship between health, housing, employment and opportunities. So, that was just the way they did things. They didn't have to consciously kind of, you know, make that link. The link was very apparent in every aspect of their lives.

I think a lot of it has been my professional experience, reinforced by my personal experiences that I see the continuum between those aspects of life and so substance abuse isn't separate to that it is really a quality of life issue linked in with these other opportunities that they people may or may not have readily available to them.

Female: You know Michelle, something that strikes me when I hear about the experiences that have shaped your interest in this topic is basically the importance of when we are doing our work, the importance of keeping the person or the whole family in mind,. The bottom line is that people and families don't just have problems in isolation. They don't just have an addiction problem. Often these problems are interconnected and so ...

Michelle Keenan: Absolutely.

Female: It is important to look up in our work, to look up larger, social justice issues is what I am getting at.

Michelle Keenan: Absolutely.

Female: Poverty and homelessness etc. ((inaudible)) they don't have in substance abuse and other things like that. So thanks for that reminder Michelle.

Carol Oliver: (Vicente), how about your interest in this topic?

(Vicente Sanabria): Well, first off I want to thank everyone for taking their time across the country to join us in this teleconference. Yes, now reflecting back, I arrived at a place called Lawrence, Massachusetts in 1974 to be Assistant Director of a drug treatment program. For those that aren't familiar with Lawrence, Mass, it is north of Boston. In the seventies there was a lot of drug activity particularly with heroin. During my work up there, you know I only intended to stay in Massachusetts a couple of years and then move on. It is 31 years later and I am still in Massachusetts. That is how things go. During the work that I have done up there in the community doing outreach and running groups, running the treatment program I got involved with a Community Development Corporation which was small at that time called Heritage ((inaudible)) Community Development Corporation.

I liked the work that they were doing. You know, back in the seventies and eighties we did not have a lot of the technology that we have today in terms of being able to be effective and know what is actually working in communities to reduce substance abuse as well as address issues of substandard housing, under employment, unemployment and things of that nature.

So, working with the Community Development Corporation I got a taste for a different field in terms of working with a community that was mostly poor and still is. So, I have been involved in Economic Development for over 15 years. I was President of that Community Development Corporation which we called CDC not to be confused with the Center for Disease Control. That is one similarity that we didn't talk about in organizing this.

So, I was President of the Corporation and I have also worked as a community organizer and later I had the opportunity of providing technical assistance in the southern parts of the United States, throughout my work with Youth Build USA and under contracts with Housing and Urban Development and the Department of Labor. I consider that, I have been able to be blessed at working in urban areas such as Miami, Houston and New Orleans as well as the real rural areas of the south you know like ((inaudible)), South Carolina and Hallandale, Mississippi, Port Houston, Mississippi which is quite an experience. It gave me a period of enlightenment in looking at how this country operates in terms of you know urban issues and rural issues and how do you address those.

Through this work, I later worked in prevention. I have been able to look at the impact of Community economic development operate in the environment in many ways and I have come to realize that a lot of strategies that are being developed and employed by prevention or using the public health model of prevention actually are congruent with what Community economic development is also doing.

You know, to explain that briefly, the core work of CED which is Community economic development is community organizing. You know, there is a history involved that we don't have time for in this conference but I am sure some of the listeners are familiar with you know a person like (Saul Alinsky) who was a community organizer and developed some powerful organizations that are still prosperous today; the Industrial Areas Foundation and the CDCs that are in Chicago.

So from its roots back in the 1930s, community organizing and community education work to create a group of concerned people to address the inequality in the neighborhoods. The focus back then was primarily jobs. In the 1960s the focus expanded by looking at stable housing, medical care, education, voter registration education as well as employment. The work that I have done, to give you a quick example, when I worked Neighborhood Reinvestment Corporation in setting up a neighborhood housing service organization in Lawrence actually in the north

central part of Lawrence which encompassed five neighborhoods. You know, Lawrence is a small town, a small city. It is only seven square miles. In this little section here, there was evidence of red lining which means that the banks would not give mortgages to certain areas of the city which also had a high arson rate.

We were involved with an arson prevention project. As we organized this effort which resulted in a mortgage pool of sixty five million dollars which was the biggest at that time and was looked at as a possible model for bigger cities like Chicago and Los Angeles.

It was written up in the Boston Globe and Banking Tradesman. We saw that our collaborative efforts included all the sectors of the community except people from public health, people from prevention. We had police, fire and education. We had the legislators of course the bankers and we were resident heavy. The focus of that effort was to develop this mortgage pool so that low and moderate-income people could buy property, rehab property and live in these high crime neighborhoods and you know high crime neighborhoods back then are the same as they are today. You know a lot of open market, drug dealing, unsafe neighborhoods and things of that nature.

Now, we didn't look at substance abuse prevention. But, one of the things that happened was that as people started buying property in these areas these neighborhoods actually were able to drive out the drug activity through developing neighborhood associations, crime watches and instituting community police programs. Our intention in our focus was not to provide home ownership opportunities so that we can reduce substance abuse.

But, we looked at the quality of life issues. If people own their own property and maintain their investment by getting involved in neighborhood associations, by being registered to vote and voting and coming out to city council meeting and things of that nature it would make an impact in the neighborhood. So, the residual effect of CED at that time and still today is that anything

associated with substance abuse actually reduces but is called enhancing quality of life in the neighborhoods.

Debra McLean-Leow: So, it sounds like both you and Michelle, you guys just have a lot of experience and also strong social justice perspective to your work in substance abuse prevention which both of you are working in the substance abuse prevention field right now. So, I am please to have both of you here today. What I want to do before we go further into our conversation is you know we are going to be using a lot of language and terminology and acronyms and stuff like that. It really is important to get on the same page about the language that we are going to use.

So, because we do have, I think, a mixed audience today. We thought we would have more substance abuse prevention than perhaps CD practitioners, nonetheless actually I am curious. I am wondering how many of you consider yourselves currently to be a substance abuse prevention practitioner whether that is at the state level, at the sub-state level at the local level. If you could just respond by saying I do and then put your phone back on mute that would be great.

Female: I do

Female: I do.

Female: I do.

Female: I do.

Male: I do.

Female: I do.

Female: I do.

Female: Both.

Male: I would say both also.

Female: Both.

Debra McLean-Leow: We have, that's actually what I was trying to get at too is it looks like we have about six of you who are substance abuse prevention practitioners and then about three of you who consider yourself to be doing both. So, I think that is very interesting to know. Because, these fields may seem somewhat separated but I think increasingly there is cross over. So what I want to do is turn to our panelists to kind of set the stage regarding substance abuse prevention.

You know, Michelle and (Vicente), keep I mind that the majority of the people on the call probably already have a background in prevention. So, if we could just you know briefly review some of the key concepts that are used substance abuse prevention and then we will then move on to some of the key concepts and language that is used in Community economic development.

(Vicente Sanabria): Sure

Michelle Keenan: Yes. OK,

Female: I will speak briefly about risk and protective factors and I won't belabor it because it sounds like it is a familiar framework I am sure to a number of people. But, I just want to illustrate where there is a connection between what we call risk and protective factors with (Vicente) is going to speak about the Community economic development aspect.

So, if we think we are broadly thinking that the primary goal of what we are trying to do is prevent or minimize substance abuse in communities and also diminish their secondary effect.

Secondary effects are quite visible in the communities. They might be fatalities, or accidents that occur as a result of alcohol and other drugs, blood borne viruses or substance related violence.

But, hopefully the prevention angle is try to intervene before it gets to that stage. Try to actually put things in place that are going to either reduce or eliminate the risks that someone develops a substance abuse problem.

A framework that I you know it is interesting because I have been familiar with this for quite a number of years but I still find it kind of fascinating in a way or very highly applicable as a risk and protective factor framework. That was some very critical research was done by (Richard Catalano) and (David Hawkins), based at the University of Washington in Seattle. They started working on this quite some time in '79 and through the work that this social development research group they actually were able to really pinpoint what are those factors associated with the likelihood that someone will develop a substance abuse problem.

They were able to pinpoint it and they were also able to see that this happens at different levels in people's lives. It happens at the community level, there are risk and protective factors. Risk means increasing the likelihood of developing a substance abuse problem. A protective factor buffers you actually against some of the risks that exist in the environment. It mitigates against some of the risks that may exist for people. But, they were able to look at different levels this happened.

People find themselves in fact you know if you stop someone on the street they will often refer to individual factors that may influence the substance ((inaudible)) you know likelihood that someone will develop a problem. Then kind of going to another level people will talk about family factors, family conflict, history of alcohol or other drug problems in the family can influence.

There are also things that happen at the school level that is towards, you know, academic failure in early elementary school is a really good definitive marker of potential future substance abuse.

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But the thing that we are really going to concentrate today is the community level which can have a tremendous impact on someone increasing the likelihood that they may pick up some substances and use them abusively. At the community level the issues of availability are critical. So, how available are those substances within that environment? But, in addition there are other factors community factors like extreme economic deprivation that can directly increase the likelihood of someone's risk of substance abuse.

So, these are the factors I think ((inaudible)) really kind of rich professional partnership is discussing and thinking about how these actually impact on communities and thinking about how we can bring these (paragons) together. So, he is going to tell you a bit more about Community economic development.

Debra McLean-Leow: OK. Before (Vicente) goes there Michelle, I am just wondering if folks on the phone who are doing Community economic development work, if you could share with us some of the language or terminology that is used in that area of work. We will take a few ((inaudible)) from the phone audience now.

Female: I know in our city we are in the midst of a community ((inaudible)) program which identifies risk and protective factors. One of the things when we did our Weed and Seed survey, the economy came out as the number one problem here. We have a very high unemployment rate. We have a lot of under employed. We have a tremendous amount of availability of drugs, heroin coming from Lawrence, Mass and ((inaudible)) pharmaceuticals coming from Canada. We are a border community.

Debra McLean-Leow: Where are you? Are you in Maine?

Female: Yes, (Kalis), Maine.

Debra McLean-Leow: OK, any other comments from the phone audience, language, terminology, similarities across the substance abuse and Community economic development work that you are doing?

(John Miller): This is (John Miller) from Maine. A couple of the surveys that we have had within the state and just the responses from employers when we are looking at, well employers looking at doing drug testing just applicant drug testing that in some locations within the state they are having a difficult time finding applicants that when they did their testing did not come up positive. So, as an Economic Development initiative finding employees you know pass a drug test to be employed, that is a problem.

Debra McLean-Leow: I think that is a perfect example of how one field can impact the other. You know, success in one area could carry over and – success in substance abuse prevention for example or even addiction treatment could impact the larger sort of economic opportunities or the economic status of a particular community.

Any other comments related to terminology or language from the phone audience before we go to (Vicente)?

Wayne Coombs: This is Wayne Coombs from West Virginia. I don't know if it exactly to that but I just want to make a comment. I am rather impressed at the community level that my experience has been most of the time folks at the community level, particularly in impoverished communities; don't seem to have any problem at all linking the notion of substance abuse and economic development. That almost seems to be an intuitive understanding that they are.

Debra McLean-Leow: Absolutely. You know it is interesting ((inaudible)) come in what side of the fence we sit on or what fields we work in may tend to think in departmentalized ways about these issues. You know, in reality these issues are linked for a lot of families and individuals so thank you for those comments. (Vicente), would you like to add anything to what was said for example some of the driving principles and definitions that are commonly used in CED work?

(Vicente Sanabria): Sure, sure, interesting comments from Maine and West Virginia. If you have a piece of paper there, I want to ask you to draw a triangle. At the apex of the triangle label each apex. You should have three apexes by the way. If you have more than three, it is not a triangle. So here is how you label the apex. You label one land, the other one labor and the last one capital. Now to the left of that triangle just so you have a space, draw a little stick figure. That stick figure represents community residents.

If you look at coming up with a definition of Community economic development, much like prevention you know how it is defined. There are a few different definitions. The one that I hold to, actually I have a couple of them, has to do with that diagram. Community economic development differs from economic development. Economic development has a much higher profit motive and involves private individuals that want to do housing developments at market rates or get tax credits in order to have mixed income use. What it comes down to is that they are in it for ((inaudible)).

Community economic development is developing a relationship or establishing a relationship between the residents in the community which are represented by that little stick figure with land, labor or capital. You know, looking at the American dream that all of us are familiar with. Our ancestors coming to this country, it was for a purpose, opportunities that are available here. That hasn't changed, whether it is the newcomer or people who have been here for hundreds of years.

Now, that is one definition that I like because it touches on the essence of Community economic development. Another definition, now this definition is a term that was developed by a group at Southern New Hampshire University. In fact, I have a marvelous Web site which is www.snhu.edu. That is a school that I went to and at that time back in the eighties that was the only school in the world that would offer a degree a Masters in Community economic development. A couple of years ago they started offering a Doctorate in Community economic development.

The reason why I am saying that is during my schooling there they had an international program where students would come from all over the country, from Africa – mostly developing nations, Malaysia, Germany, Central and South America to learn about some of these principles. A group was developed there by a gentleman who took the lead his name is (Willard Lett). He still works up there. They developed a definition because we had been grappling in the CED world on how to better refine our practice. So, the definition goes like this. It is a process by which a community and its institutions organize economic activity in ways that benefit the community as a whole and leads to community and personal empowerment through strategies which encourage cooperation and interdependence and which seek to equalize resources among its rich and poor populations.

This definition has been played out all over the world. Michelle mentioned India. That general area, I think it was ((inaudible)) Bangladesh that was the (Grouman) Bank which developed a micro enterprises revolving fund for women that were able to access loans of our equivalent of fifty dollars a hundred dollars in order to start their own businesses and enter into a level of self-sufficiency. That's a model that CED has been able to use here effectively in a lot of our poorer communities.

Now, also as a result of the development leadership network, one of the things they came up with was some guided principles. You know if you were to ask a CED practitioner from different parts

of the United States or the world, there was not a consensus in terms of guided principles for our work that as clearly articulated as these six principles are. One thing that there is a consensus on I find from my own experience is that you know it is about social justice in the neighborhood levels. It is about creating opportunities in a broad area for people living in communities that are devastated. As Michelle mentioned, under the community domain of prevention you have economic deprivation. What my colleagues from Maine and West Virginia talked about is there is a strong connection to it. A drug dealer and the importation of drugs whether illegal or prescription, there is an economic basis to it.

That reminds me of a quote by Calvin Coolidge, not I was around when he was President. But, he said that the business of America is business. So, business will continue to thrive. So, the guiding principles and there are six of them really, really give us a focus in terms of what the essence of Community economic development is. As I have mentioned, through the work that I have done and my experiences I see how this plays out on a practical level.

What is enhancing democracy and justice for low-income residents? In our communities there are a lot of activities that could be considered unjust. In fact, you know, some of the place that I have worked at I would consider these locales to be the equivalent of third world countries. When I was working in Lawrence back in the seventies, there was so much inequality in the institutions that existed up there with a growing Latino population. In fact, back in the early to mid eighties Lawrence, Massachusetts had the highest percentage of Latinos in proportion to white population of any city north of Miami and west of Chicago.

It was the 23 poorest city in the United States. I do not know what it is now but I know they are still struggling up there. It took a while for organizations like Heritage ((inaudible)) Community Development Corporation and another one called The Lawrence Community Education Project which was a project of the city ((inaudible)) to get Latinos registered to vote and also educated and getting them out to the polls so they could have some qualified Latinos in local office. The

result of that today if you look at Lawrence, Mass, you will see that the Superintendent of Schools is Puerto Rican, the Chief of Police is Latino. You have I think three City Councils who are Latino and a few school Committee Members who are Latino.

CED works on the democratic and justice level. The second one is enhancing community empowerment. This gives people the ability to choose and act on one's choices. It particularly helps in allowing people not to be held hostage or captive in certain neighborhoods that they have opportunities to move out of neighborhoods into either home ownership or cooperative homes. So, this way they can give their families better opportunities in our system.

The third one is enhancing personal empowerment, looking at self-management skills. Being able to feel comfortable and working with systems. I give you an example again, when I was with Neighborhood Reinvestment I used to hold training sessions in people's homes to teach them about mortgage development and about the community reinvestment act and how banks operated. I used to have meetings with them and most of the people were just Spanish speaking and so, you know we had some that were bilingual and some that just spoke Spanish and I used to hold some of the meeting in the board rooms at some of the local banks so this way they will become familiar with the venue. Some of our future meetings will be held with the Presidents of banks.

Some of your may have heard of Malden Mills which was in the news a few years ago when they had a fire and they rebuilt. Most of those people worked at Malden Mills which was the biggest employer in the Lawrence area. You know, the best candidates who buy property but they still didn't make enough money or they didn't have enough credits or enough savings to apply for a conventional loan at that time. I was teaching them about underwriting criteria and things of that nature. The end result was they were able to advocate for themselves in whatever language and contribute to the development of a sixty five million dollar mortgage pool that works for them, which goes along with number four enhancing civic participation.

You know, voter registration, being able to understand how the schools functions or the school committee. Getting involved in what is called the school improvement council at the schools. Number five is enhancing cooperation, collaboration in partnerships among and across sectors. Yes, I find that in a lot of our poor communities you know mostly poorer rural communities, I mean urban communities not so much in rural communities. There is a lot of anger towards the system and people take out that anger or ((inaudible)) that anger in different ways. So, this kind of principle of enhancing cooperation, collaboration in partnerships among and across sectors is particularly important because we need to work together across systems in our communities.

And then number six enhancing community income and creating of assets and wealth. You know, as many of us know there are so many ways to be able to put our money to work for us whether it is a hundred dollars or ten thousand dollars. You know, there are a lot of vehicles, you know because of our experiences you know we recognize and we utilize. Certain communities have problems in being able to navigate those financial waters. So, CED will help people to obtain a level of financial literacy and look at what type of financial vehicles will be best for them.

You know, I give you an example; the Department of Labor has what is called IDAs, individual development accounts, which allow a low or moderate-income people to save a portion of their money. HUD has a similar program for people that are living in public housing. I forget the exact name of it but what it comes down to is that a certain percentage of the rent that they pay to Federal Public Housing goes into an escrow account that they can use in five-year periods either to pay for college or to buy a house.

Unfortunately, the guidelines are kind of lax. People can use it to buy a new car or put down on their credit cards to take a vacation which in my opinion is a waste of working five years and saving. Laughter. So, those are the kind of principles that, thank you for giving me the – I could go on indefinitely, but I think that people will get an idea of –

Female: No, I think you have done a good job of covering a lot of the principles and the definitions ((inaudible)). You know, as you were going through some of these principles it occurs to me that there is some overlap let's say for example the principle five that you mentioned. You know, cooperation, collaboration, partnership ((inaudible)) and across sectors. That is a principle that applies very strongly in substance abuse prevention as well.

You know, that is one of the key sort of strategies that is promoted in doing substance abuse prevention work across sectors. So, you know, so there are some similarities between these fields or these areas of work but yet there are some significant differences. You all touched, you actually (Vicente) touched on a lot of the similarities and differences but I am wondering if there are others that you could talk about that are perhaps not so obvious.

(Vicente Sanabria): Yes. I mentioned in 1974 when I came to work in Lawrence, Mass that there was a major drug problem there that continued to escalate. The similarities between CD and substance use prevention are very close together. We are talking about two massive systems that actually provide billions of dollars of funding and there's a lack of a dialogue that goes on that is lacking between us.

I think that the best way of us to look at the similarities and differences, I am going to ask my colleague here Michelle to talk about the similarities and then I will tackle the differences.

Female: OK.

Michelle Keenan: One that one of you has already alluded to that (Vicente) mentioned about also about coalitions and the work within coalitions. But, I think that the distinction that (Vicente) is going to comment on, about how the coalitions operate and who participates in them.

(Vicente Sanabria): Yes. CED practitioners aren't familiar with prevention or the public health fields. So, you know they are more familiar with housing development, micro business enterprise development, you know these kinds of things that have an economic impact on people. CED has a stronger relationship with financial institutions and politicians as well as community organizing. CED practitioner or say for example a CDC cannot exist without having a high level of community organizing and also deep and solid relationships with the financial institutions and you know not only locally but nationally as well as local and state and federal politicians.

Female: Another similarity that we identified is that if strategies are to be effective they need to be culturally appropriate and response issues that are most important in that community. I think the issues of what will work in a rural community are quite different that what will work in an urban community.

(Vicente Sanabria): Yes, I give an example of that now. By now, the audience knows that I am a northern boy actually from Brooklyn, New York, (Bedford Styverson). I was working in Gretna, Florida which is west of Jacksonville. One of the projects that the people had down there wanted was a Cornish hen raising. You know, they had farmer's co-ops. The woman down there was talking, I forget her name, but she was talking about this project that she wanted to undertake on raising Cornish hens. I told her I had never heard of Cornish hens. I didn't know what they were. I was trying to find out and you know if that was something that would be feasible for them down there. Low and behold, Cornish hen raising is something that brought in not only a lot of money to this small community but also employed people. In fact, you can even look at development of strategy of replacing methamphetamine labs with Cornish hen raising.

Female: Another similarity that (Vicente) and I have discussed about, basically both substance abuse prevention and CED are looking to impact their communities in a positive way and ensure a sustaining level of community change. So, it's not trying to come in and do something for the quick fix but trying to build something for ((inaudible)) for longer-term change.

(Vicente Sanabria): The difference is here is that with an evaluation indicated ((inaudible)) used might be different. For example substance abuse prevention with always, often look at short-term reduced use, whereas CED will at increased home ownership, job readiness, employment and access to financial services.

Female: I think one thing I would notice is that there has been a strong move in prevention work to look at some of the indicators for substance abuse and measure a ((inaudible)) some of the participants on the all mentioned that they are doing work with the communities that care, where you are actually tracking in relation to some of those risk and protective factors.

Female: I would like to make another comment, that substance abuse causes a lot of crime.

Female: Right.

Female: That is not healthy for economic development. Another problem is leakage. If you are doing economic development you always look at your leakage which we have a tremendous problem with being a very small city. We hear from bankers that a lot of people are going into bankruptcy or grandparents and parents are being wiped out and that is money we can't afford to have been taken out of the community.

Female: That is unreported crime because families don't tell on their kids who have done this to them.

Female: Right.

Female: I have had friends go bankrupt because of kids with substance abuse problems.

Female: Right.

Female: The other thing that was alluded to was the crime and also risk factors, risk factors that you can influence through good substance abuse prevention strategies. You can also influence other problematic behavior like violence, teen pregnancy. So, you get a lot of mileage for intervention at an early stage. I think the issue of what kind of impacts if you actually look like you are at a pond and you threw a stone in the pond and the stone is actually the substance abuse issue and how many people in a ((inaudible)) can affect both the family and the water level.

Female: I think another similarity is that CD and substance abuse prevention are actually looking to build on existing support systems and networks. Critical to that is the family system but also faith communities can play a very important roll and are important connections for both CED and substance abuse prevention. Really, what you are trying to do in the course of your strategy is trying to strengthen the relationships that will insure success in the longer term.

(Vicente Sanabria): One of the differences is in CED you are looking at the family systems as a foundation for long term economic and self-sufficiency ((inaudible)). Not limited to families but also individuals. That is the foundation that people that are involved in the problem in the neighborhood 24/7, working with them as a unit.

Female: The other thing that is common to both is that these approaches are really strengthened by people who are actively who had direct experience with the issue. An example where these sort of might meet with substance abuse prevention and Community economic development is in re-entry programs for community members that have been incarcerated. Once they are released, it is in a lot of people's interests for opportunities to be available so they don't re-offend. Now, a lot of communities don't do that very well, provide that opportunity. But this is an issue of focus for a number of communities and to achieve that successfully you really have to involve people who are directly affected not just the person themselves but also their family who would have a direct impact if they were to be re-incarcerated.

(Vicente Sanabria): Yes, and because of substance abuse prevention works not only with people that have the problem but also the recovery community. That's an essential piece of prevention and not so much with Community economic development.

Female: The other thing I just wanted to identify as a little bit of a distinction and I think when you think of its origins or some of its origins in particular professional disciplines a lot of the language and the shape and the models in substance abuse prevention from the psychology field. There is often a view to look at things and this is very appropriate mind you. I am not saying it is inappropriate. But looking at developmental stages in a young person's life and that certain risks will be more profound for them at particular points in time. Like for instance, the family is a particular saline point of interaction for a younger person.

When they are older and into adolescence the peer group might become more prominent. So, that's where I sort of see a distinction quite clearly is that substance abuse prevention will look at people's developmental stages and their influences at developmental stages whereas CED is really looking at a community system across community systems. So, I think that is a distinction.

(Vicente Sanabria): Yes, substance abuse looks at a person much more comprehensively. You know, it is like when we said that substance abuse prevention will look into a person's soul whereas Community economic development will look into their wallet. Laughter. You know, I hate to be crude about it but it just came to me. I was thinking about some of the people I work with. If we are trying to stabilize a neighborhood that has a high absentee owner rate and arson rate as well as crime and drugs I need to work with people who either can buy property now or can buy property a year from now, figure out, working on their credit report, help them on a savings plan.

Because I have had people that you know, for example someone who didn't have a job and wanted to buy property in some of these areas would not be someone that I could work with in

that aspect. But, I would refer them to a job-training program. So, the needs in terms of being able to meet our objectives are different. I like the way that substance abuse prevention will look at a person psychologically and basically prevention will not reject people. Whereas, in my work with CED I would reject people because I have a goal to you know to get 100 new home owners within a year's time so I don't have time to fiddle around psychologically and get them into detox and stuff like that.

You know is the potential there for them to earn enough money, save enough money, get their credit fixed so they can move into this property or it isn't.

Female: You know that is a good thing (Vicente) because the bottom line is that we need people in both fields, right? You know, we need people doing the work in prevention and addiction that requires a lot of attention to the individual and the family. And then we need folks like you when you were doing CD work that can get them help in terms of economic stability, finding housing you know you name it.

The other quick comment that I want to make is that I think that perhaps the greatest area of overlap between these two fields is you know for those of you in substance abuse prevention who are using environmental approaches, you know if you are using intervention the individual and family focused approaches then maybe similarities aren't as strong these two areas. But, if you are using environmental approaches including putting in place policies and enforcing those policies, community organizing, etc then you know there is much more similarity between these two areas.

I think one of the questions that we actually got from the audience before today's call was a question about is there at the federal level and other levels, what sort of encouragement are folks in both camps receiving to work collaboratively? It occurs to me that, you know that is a great goal to work collaboratively across CED and substance abuse but there may be some challenges

and some barriers to doing that. I just wonder if you could talk about those challenges and barriers you know in a practical way because that seems to be one of the areas of interest today is how do we collaborate and how do we overcome some of those barriers to collaborating?

Female: Thanks and thanks to (Vicente) for picking up on the issues of environmental strategies. It is quite pertinent.

Female: One practical challenge is simply as (Vicente) was pointing out and as some of you might have experience is people in those fields tend to move in different orbits. You might not be acquainted with someone in your local community development corporation and it is really hard to figure out where to start, for either side of the fence and said ((inaudible)).

(Vicente Sanabria): Yes, that's quite a bit. Here are some suggestions. One is, is that there are literally thousands of community development corporations across the country. These are membership organizations. Some charge nothing to join; others might charge one dollar or two dollars to join. If you are not familiar with a community development corporation in your area, there is a Web site which is www.nw.org. The nw stands for neighbor works. That's the Web site for Neighborhood Reinvestment Corporation. On their Web site they have some menus in which for example if you are in whatever place. In fact I was looking for some in Wisconsin and so I was able to check out Wisconsin and then look at different cities and it gave me a list of neighbor work organizations which are very similar to community development corporations all over the country with a contact list and also phone numbers.

Another possibility for people to be able to expand their networking opportunity is if your city or town receives hard funding under community development block grant otherwise known as CDBG. If you receive these funds then there is a community development block grant coordinator there that is familiar with other groups in your city or town which applies for these

funds, a percentage of which goes to community groups. Also, they get involved in what is called the consolidated plan.

If you go into the HUD Web site which is Hud.gov you can download consolidated plans. When I used to work in the south I would go in and research their consolidate plan which looks at a five year plan for housing and infrastructure and things of that nature. It will give you a networking opportunity with the person that is working with community groups via the HUD funding.

Also, another one that comes to mind is the CAP. I have looked at come of the different CAPs and you now some of them seem to have different types of expertise. You know, that is another good resource for people that are not familiar with the CED world.

Female: Yes and the substance abuse prevention. The other challenges as (Vicente) and I discussed in preparation for this and it plays out in different cities and towns dramatically is that some of our public health and prevention aspirations might run counter to what some of the economic aspirations might be at the local town and government you are in or be perceived to run in contrast to them. I will give you an example. You are seeking to work on environmental strategies to reduce the availability of alcohol to minors for instance or limit the number of licensees in the area because we know that density of licensed premises actually can have an association with underage drinking. But, in that city and town retail liquor outlets have a fairly strong kind of political voice so they might have something to say about it. They might have influence over the local Counselors or Alderman or Mayor. So trying to manage those different political interests I guess. (Vicente) is just going to speak about some of the strategies to address that.

(Vicente Sanabria): Yes, we have environmental strategies subcommittee. On that subcommittee I have the President of the Alcohol Retail Association s well as the licensing Commission and a couple of licensees. One of the things that I found out is that you know people are very passionate about

booze. You know, either they have some more or get rid of them all. A common ground is that a liquor store will not be profitable in a community that is unsafe and unhealthy. In working with them and Michelle has helped ((inaudible)) in development, environmental strategies, planning matrix and looking at what are some of the things that we can implement here, for example, compliance checks, alcohol purchase surveys, signage, and things of that nature. As a result of our approach we have been able to work effectively with people from the alcohol retail industry. They do not look at us as a threat but they look at us as a partner.

Female: I think another probably important thing for the group to just understand is some of the economic and social impacts of increased outlet density. Some communities have looked at that and some haven't but it is worth looking at some of the research on and trying to track if you are in a community that is increasing their licenses. Get some means; you know affiliate with the university. They could you know lend you an intern to be able to track what some of the economic and social impacts are. Those are pertinent to the community well beyond just a substance abuse prevent community.

Another challenge is really just not having the experience or the opportunity to really exercise technical skills in community organizing on part of prevention coalitions. Now this is not true of every prevention coalition. I have seen some wonderful and I have met (Vicente) because he is a community organizer and prevention and really successful coalition. Just the technical skills.

(Vicente Sanabria): Yes and CED, community organizing actually is a science. You know I have been fortunate to take trainings with some of the best I guess in the United States or in the world. A couple of resources for you, one is going back to Neighborhood Investment Corporation, they put on a training institutes across the country at various times of the year. A person can apply for a scholarship and it is called an out of network scholarship that they will provide from some of the folks ((inaudible)). Some of the trainings that they give have to do with community organizing. If

you have a community development corporation in your area or neighbor works organization, their staff might be willing to come out and give training in community organizing.

A couple of other resources that I can give you, there are two books. One is done by (Saul Alinsky) called "Rules for Radicals". It came out in 1971. Another one is by Sy Kahn, S Y K A H N. The name of that book is "Community Organizing". They are both available. Then an additional resource or last resource is the Industrial Areas Foundation's Web site which is www.iaf.org. On that Web site they also have a bibliography and also where their chapters are located at and they offer community-organizing trainings quite frequently throughout the United States.

Female: One of things that is really interesting about I think substance abuse prevention folks is that we come from all these different fields. There is, increasingly colleges and universities are developing substance abuse prevention specialties but most of us come out of one tradition or another be it social work or public health or you know community organizing. We come from all of these different places. So yes, I think that I do agree there is this among prevention coalitions. There isn't as much technical ability to do community organizing. Yes, but if you look at some of the certification requirements in the prevention field like coming from the ICRC for example those of you who are familiar with that. You know, community planning and organizing is one of the domains or the areas that preventionists are expected to have some level of expertise in. If you are going to pass that ICRA, you know the prevention test, there is something that we need to know about community organizing and community planning.

All that is to say is that there are some incentives in the substance abuse arena to develop more technical expertise in this area of community organizing and community planning. I guess I was wondering if anyone from, anyone on the line would like to add from your experience what has been some of the either successes you have experienced in doing substance ((inaudible)) and what have been some of the challenges that you have experience?

Female: One of the challenges we have is that we are a very, very rural community. We are the largest city in a county of 2600 square miles with a population density of 11 or 12 people per square mile. We are the largest city. We are 3400 people. We are right up against the Canadian border which has different rules than we do as far as drinking age. They also seem to be much more lax on protecting shipments of drugs shall we say. The majority of our drugs come from Canada. Heroin comes of Massachusetts, but our ((inaudible)) pharmaceuticals which is our biggest problem here besides alcohol is a problem. The Canadian Drug Enforcement does not is not based in the town across the river from us. It is based in St. John which is quite a ways away.

They do not have their local police handle drug enforcement. So, there are issues, there are international issues as far as we are concerned. There never seems to be a substance abuse and drug trafficking on rural communities. I think that is a big mistake because I think the trend now is from rural to urban rather than the opposite. I really do. I think there is a lot of, because we have no resources and we don't have the kind of law enforcement we need to really patrol vast areas of forest and so forth. I think drug dealers know that. I think they are massing up on the Canadian border now because I thin it is so tight on the southern border.

Female: ... are great economists ((inaudible)). We need to listen to them if it will help with the prevention work. I was wondering if others also can share any successes or challenges that you face in working across abuse prevention and CED and any insight regarding the border issue from those of you who are from other border communities.

Wayne: This is Wayne in West Virginia. Probably, the biggest issue is state funders, state official, federal funders, and federal officials tending to view all these issues in silos and really not being open to conceptual linking them. Therefore, we often find ourselves, well all the time having to kind of manipulate grants and that kind of thing to be able to do a combined kind of approach.

Female: Yes, it would be really nice if you know the funding, the funding supported the integration across some of these areas. And you know, I think that there are efforts within federal agencies to encourage collaboration across the bottom line is that funding streams often limited to that particular topic that is I guess a priority to that funding agency. I guess along those lines what is kind of promising some what we are seeing at CSAP right now in terms of a lot of cross agency collaboration between CSAP and Justice for example with the Weed and Seed.

(Vicente Sanabria): Yes, it is moving in that direction. Economic development seems to be like on the other side of the river. It is about that far away.

Female: Right, right. It is a very slow, incremental process. A lot of it has to do with leadership. I think that ((inaudible)) has to be commended for bringing her coalition strategies to the working with other federal partners. But, we do have a long way to go.

Female: What you need to look at is the Weed and Seed. It's not called the Community Capacity Development Office and it includes prevention and treatment, community restoration, community policing and law enforcement. They are heavily connecting community development. Their name change also signifies that. That funding you have to address all four of those priorities.

Female: In fact, I understand, I did a little bit of background research before today's call about some of the federal efforts and I understand that Weed and Seed grantees who build into their grants some focus on addiction for example or economic development for example are given more points in their application.

Female: Well, you have to build those in.

Female: Yes.

Female: That is the seed part of the Weed and Seed.

Female: So, for example my colleague at the federal level suggested that Weed and Seed is a HUD program, we negotiate a way to add points to the Weed and Seed grant application when a community development linkage, what linkages are included in coalition plans. They will give an incentive there, which is great.

Female: Perhaps one more comment and on challenges and successes working across fields. Then we will move on. All right, well, hearing none what I am wondering at this point is if e could collectively talk about resources that are available to folks who want to work across substance abuse and CED. (Vicente) and Michelle, you all have made a lot of great suggestions about how to overcome some of the challenges and barriers that we face in doing CED and SAP collectively or collaboratively. I am wondering if there are additional resources that both of you know about and as well as our phone audience. Let me start with Michelle and (Vicente).

Female: I just want to make one final comment on the previous question. I think what can be very profoundly changing for people is getting a direct experience of someone who is close to them or being introduced to someone who has been directly affected by substance abuse issues. If you are trying to make kind of a step across into economic development thinking creatively about, you know, are there families in the area that have a strong experience with that that could communicate to some of those people, that would feel comfortable to do so. That person would be able to sit down and listen to some of the impacts and thinking a little bit strategically about how could economic and educational opportunities be increased in the community to address those matters. I never underestimate the power of people sharing some of their stories with one another to increase that understanding. At the local level, you do have the opportunity to knock on those doors. It may take some time for federal grant schemes to catch up with that. The relationship building you could be doing at a local level. It is very potent.

Female: I couldn't agree more. Like they say, politics is local and I think relationships are local as well.

Yes, I think it does make sense to begin there. In so ding, I think we can share some of what happens at the national and the federal level. So resources additions?

Female: I think that (Vicente) has mentioned a number of them. Did you mention ((inaudible))?

(Vicente Sanabria): No, I didn't mention that. There are a couple of them. I mentioned the Community Reinvestment Act which basically states that banks are mandated to meet the credit needs of the community. The workforce Investment Act which comes under the Department of Labor which is www.vol.gov and that will give you information on what is called regional employment boards and also the legislation itself and how it is operationalized at the local level.

You know, pretty interesting in terms of its configuration. Another one that is really important is the Local Initiative Support Corporation otherwise known as LISC which is www.lisc.org. And they have a rural component that is called rural lisc, which is a source of funding and also they have some trainings which are available. Also with that for rural areas is the U>S> Department of Agriculture which is you know, some of the southern sites that I have worked at have tapped into some of their resources. There is also as I mentioned, Housing and Urban Development, you know www.hud.gov and the CAP Web site is another one. I also encourage a ((inaudible)) place to look at is Southern New Hampshire University' Web site .edu and there is a link there under the CED program that would give you information on university level CED programs across the country as well as some of their resources.

In fact, there's a, I think it is the University of ((inaudible)) that has a community toolbox that is geared toward CED practitioners. It is much like the University of Kansas has a community toolbox for prevention. So, those are just some resources that are available.

Debra McLean-Leow: That's great, thank you (Vicente). Unless folks on the line have other resources to suggest.

Female: I would like to suggest one, FDIC has a whole program on financial training and it is free and they will send hard copies and they will also send you CDs that you can do presentations with.

Female: That's FDIC again?

Female: Yes, FDIC, Federal Deposit Insurance Corporation has huge financial training things that they will send to you for free. It is called Money Smart.

Debra McLean-Leow: Any other resource suggestions?

Michelle Keenan: The other thing I would encourage people to do at your local level if you don't have this information. Find out if ((inaudible)) programs are available to your residence, have a job or a job readiness component to the treatment program. That is really, that is one place to start as well. You can also look at opportunities where a component of job readiness could be built into the available substance abuse services and try to encourage them to make those connections. There is a lot of research that supports this. You know if you bring the component into a treatment provision it can really make an impact on people ((inaudible)) opportunity.

Debra McLean-Leow: Thank you Michelle and other who shared resources.

Male: Another possible resource is the Department of Agriculture. They have an Office of Community Developments that focuses on rural economic development.

Female: The Department of Agriculture that is?

Male: USDA and it is on their Web site. I don't have the thing memorized but it is the Office of Community Development, in rural development programs.

Debra McLean-Leow: OK, great thank you. In the ten minutes that we have left together what I want to do now is move into some of the questions that were submitted ahead of time that we really haven't touched on yet. So Michelle and (Vicente), I am going to ask you to comment maybe briefly on some of these questions so that we can leave enough time for our operator to do the evaluation. OK?

So, the first question that I am going to give to Michelle is, the question reads: Is anyone aware of research findings relevant to the effectiveness of applied community economic development principles in substance abuse prevention effort?

Michelle Keenan: Yes, in response to that what I would say in term of, because there are certain risk and protective factors that are clearly associated with substance abuse, impacting on those factors; increasing your protective factors, reducing your risks, you know the community level and other domains or other levels is going to impact on your substance abuse prevention effort. So there is a relationship just by the fat that we know that those things are predictors or are strongly associated with future substance abuse.

I actually have been looking into research work that could draw a stronger relationship. One of the limitations that I am finding, I actually got sent quite a good – it was like an evaluation review of a number of different studies CSAP had done for alternative activities. One of the areas I looked at was job opportunity programs for young people. One of the things that they identified in the review was that the evaluation indicator so you had some really well established programs but they didn't necessarily investigate some of the longitudinal impacts you know. The evaluation was not designed to really look after the term of the program. So, what they were able to identify is that young people deemed at most significant risk did appear to certainly be impacted positively

in terms of that program but they were not definitive about the groups. They certainly were able to draw; this is where I would say some of it is in the way you ask the questions or the way you ask the evaluation questions. But, I think you know, if you look at the risk and protective factors and if you can demonstrate you are reducing those risks and increasing those protective factors you are going to be making an impact longer term.

Female: So the literature ((inaudible)) but the research isn't robust right now. There are some resources that we could turn to.

Michelle Keenan: That's right.

Female: In particular looking at the risk and protective factor in the literature.

Michelle Keenan: I think it would be a really great area for a study to be quite honest you know.

Female: Anybody out there looking to do a dissertation, this might be an area to pursue.

Female: So, I am going to go to another question here which is about links to where I can go to access grant information. Is there an e-mail, newsletter that?

Female: Yes, go to grants.gov.

(Vicente Sanabria): Yes, grants.gov. Regarding an email, I mean an e-newsletter, there is one that is from southern New Hampshire University and it comes from their Applied Research Center in CED. A lot of useful information and for CED practitioners I think that some of the articles will give you an idea in terms of the areas that CED operates in not only locally but also globally. That Web site is www.arc@snhu.edu.

Debra McLean-Leow: there was a question here about herbal, not herbal although herbal remedies may be effective in addressing addiction. But, actually is a question here between urban and rural communities, the different approaches that can be used. I believe we sort of addressed some of that and because of the limited time that we have I am going to skip on that question. If we have more time, I will come back to it.

The question that I want to go to and I am going to turn to our audience for this is, I am curious to find out whether employers in their state, employers in your state provide drug free work place programs. Does anybody have any information about drug free work place programs provided by employers in your state? Real briefly.

Male: That question was mine but I do want to let people know a couple of things. It is an area that we are working on within Maine. It seemed like a domain that sort of been absent from our office so it is really making employers aware of what they can do within their communities to support and or develop drug free workplaces, but also support prevention efforts in their community whether it is alternative programming for youth such as a lot of employers fund little league and sports events and things like that or what they can do for employees and their families like giving them flex time for family emergencies and things like that. It is just reducing family stress.

The one thing that we are looking at within Main, a couple of communities are looking at developing community assistance programs or basically EAP programs for Chamber of Commerce members so that members that belong to a Chamber may get employee assistance for their employees at a discount rate. It's sort of a consortium. So that's, I just wanted to put that out there for people to know some of the work we are doing and I guess Indiana and Ohio are some states that use consortiums or their Chambers in that one way to a great extent to provide employees with benefits to address alcohol and substance abuse and other assistance issues.

Debra McLean-Leow: That's fantastic. I want to, what I want to do is move us to a closure at this point since we have about three or four minutes left. And, before I turn it back over to Carol Oliver, I want to thank both of you and our audience who submitted questions ahead of time, for all the great suggestions you made throughout this conversation and for the questions that you posed throughout the conversation as well. And, I want to thank Michelle and (Vicente) for their time and preparation. Carol?

Carol Oliver: thanks everybody again who participated both in sharing your resources and experience on the call and to our presenters. Before we turn it over for evaluation, I just wanted to let people know who are Weed and Seed Grantees at the resource at the CAPT. For technical assistance for Weed and Seed Grantee is (Carlos Peavao) and he is available at the CAPT. His e-mail is (cpeavao@edc.org). If you need anything in reference to technical assistance, resources you can always feel free to contact him. He also wanted to me let you know that he will be at the National Conference in Los Angeles on the 22nd and 25th.

So thanks everybody and I am going to turn it now over to the operator who will take us through evaluation which you can do via your phone. Thank you.

Male: Thank you.

Operator: At this time, we will conduct a brief electronic survey. After I finish reading the entire question and all of the possible responses, please answer by firmly pressing the start key followed by the number on your touch-tone phone that corresponds to your choice. If you are using a speak phone, please make sure your mute function is turned off to allow your signal to reach our equipment. There will be a brief pause between each question to allow everyone a change to respond. Let's begin.

Please rate your satisfaction with each of the following aspects of today's workshop.

Number one: Quality of the information you received. Press star one if you are very dissatisfied, star two if you are somewhat dissatisfied, star three for somewhat satisfied or star four for very satisfied. Again that is quality of the information you received. Star one for very dissatisfied, star two for somewhat dissatisfied, star three for somewhat satisfied and star four for very satisfied.

Number two: Relevant to the information for your work: Star one for very dissatisfied, star two for somewhat dissatisfied, star three for somewhat satisfied and star four for very satisfied. Again that is relevant to the information for your work. One, very dissatisfied, star two somewhat dissatisfied, three somewhat satisfied and star four for very satisfied.

Number three: Organization of the workshop: Star one for very dissatisfied, star two for somewhat dissatisfied, star three for somewhat satisfied and star four for very satisfied. Again that was organization of the workshop. We will pause again for just a moment.

Number four: Sensitivity of the trainer to the participants: Number one very dissatisfied, two somewhat dissatisfied, three somewhat satisfied and four for very satisfied.

Number five: Opportunity for questions or discussion: Star one for very dissatisfied, star two for somewhat dissatisfied, star three for somewhat satisfied and star four for very satisfied. Again that was opportunity for questions for discussion. Very dissatisfied star one, star two somewhat dissatisfied, star three somewhat satisfied and star four very satisfied.

Number six: Handouts or materials: Again star one for very dissatisfied, star two for somewhat dissatisfied, star three for somewhat satisfied and star four for very satisfied. Again that was handouts or materials.

Number seven: How likely are you to use the information or ideas that you received in the workshop: Press star one for not at all likely, star two for not very likely, star three for somewhat likely and star four for very likely. Again that's how likely are you to use the information or ideas that you received in the workshop. Star one for not at all likely, star two for not very likely, star three for somewhat likely and star four for very likely.

That does conclude our evaluation for today. Thank you for participating. Ms. Oliver, I will turn the call back over to you.

Carol Oliver: OK, well thank everybody and we look forward to hearing from you at our next audio conference call.

Female: Thank you Carol.

Operator: That does conclude today's conference. Thank you for your participation.

Male: Thank you.

Female: Bye.

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